

February 22, 1993  
REPORT TO THE HONORABLE  
MAYOR AND CITY COUNCIL

## PARAMEDIC SENIORITY RIGHTS

On February 9, 1993, a question was raised regarding the seniority status of Hartson paramedics should they become City employees if the paramedic contract is awarded to the City of San Diego Fire Department.

Simply stated, paramedics who become employees of the City will have no seniority status. They will enter City service as new hires. San Diego City Charter ("Charter") section 125 requires the Personnel Director to maintain a list of all persons in the service of the City showing the name, salary and date of appointment or selection. It is at point of appointment or selection that an individual becomes an employee of the City. Seniority in the City's classified service can only be earned while one is in the employ of the City. Charter section 117 delineates the various categories of classified services for the City. Employees of independent contractors with whom the City contracts are not included in the classified service.

Naturally, some paramedics will have more experiential years than others. This does not, however, accrue to the individual as seniority for City purposes. There simply is no authority for giving an incoming Hartson's employee seniority rights over a City employee for years of service accrued while employed by Hartson.

Respectfully submitted,  
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